CITY OF CAMBRIDGE | PRAB
Police Review and Advisory Board

Minutes from the Meeting of September 30, 2026

Board Members Present: Chair Caleb Demers and Board Members Alexandra Fallon, Maria Arlotto, Belicia Wilkinson and Dave Canavan.

City Staff Present: Executive Secretary Carolina Almonte, Program Manager Ester Farah.

Cambridge Police Department (CPD) Staff Present: Sergeant David Barkhouse, Director Jim Mulcahy, Sergeant Robert Ciriello, Case Manager Amanda Nett, and Ana Marchio.

1. **Call to Order**
    a. Chair Demers called the meeting to order at 6:03pm.
2. **Public Comment***
    a. No Public Comment.
3. **Review and Approval of Minutes from June 24, 2026.**
    a. Board Member Wilkinson motioned to approve minutes, Board Member Arlotto seconded. The motion passed unanimously.
4. **Please join us in welcoming Dave Canavan as the newest member of our Board as well as our new Board Chair Caleb Demers!**
    a. Executive Secretary welcomed new Board Member Dave Canavan and congratulated Chair Caleb Demers.
    b. All Board Members introduced themselves and shared how long they have served on the Board. Board Member Canavan also provided an overview of his background.
5. **Discuss FY27 Goals, Exposure, and Reporting Mechanism.**
    a. Chair Demers revisited the Board's previous discussion about expanding outreach to help the public learn more about PRAB and its complaint process. He invited members to consider what that could look like as a goal for the year. Board Member Arlotto expressed support and suggested an in-person training, along with an opportunity for members to get to know one another to help advance the Board's goals.

b. Board Member Arlotto also asked whether members could attend a training at the police academy. Director Mulcahy explained that the department is currently hiring and expects to begin a new academy class in January. He said he would share the courses and dates so members could identify opportunities to participate based on their availability. Board Member Fallon expressed enthusiasm about the opportunity. Board Member Canavan shared that his background focuses heavily on data and expressed interest in understanding baseline law enforcement practices. He suggested comparing Cambridge with peer jurisdictions and asked how PRAB could support the mission of building community trust in law enforcement. Board Member Fallon also suggested PRAB policy review and improvement as a potential focus for the year.

c. Chair Demers expressed interest in participating in a ride-along and learning more about CALEA. He noted that he had some background knowledge but would welcome a more comprehensive overview. Director Mulcahy discussed the department's accreditation and the additional training required to remain in good standing. He explained that an annual off-site policy review helps assess the department's compliance with accreditation standards. Case Manager Nett explained that CALEA establishes national standards for police departments based on recognized best practices and noted that the Cambridge Police Department had received Advanced Accreditation. Director Mulcahy added that Cambridge is the largest police department in Massachusetts to receive CALEA Advanced Accreditation.

6. Report from Executive Secretary Almonte

a. ED Almonte stated that she will submit the next quarterly report soon for Quarter 3 of 2026. She noted that the Public Safety Committee meeting is scheduled for November 10, from noon to 2 p.m., and that she will provide an overview of PRAB to the Council. ED Almonte requested that representatives from PSU and PRAB attend. The Board was also invited to attend a hybrid Boston OPAT meeting. Board Member Canavan expressed interest in attending both meetings. ED Almonte explained that the City has requested a review of ordinances governing several commissions to address inconsistencies in language and wording. She will prepare an initial draft of proposed edits and share it with the board for review. Board Member Canavan asked whether the ordinance changes would address the board's functions. ED Almonte explained that the initial revisions would focus on broader

language issues and welcomed further discussion about potential changes to the Board's functions.

b. ED Almonte noted that attendance at the National Association for Civilian Oversight of Law Enforcement (NACOLE) conference is not possible this year due to funding constraints.

c. PM Farah will send a Doodle poll to schedule a combined November–December meeting. The Police Commissioner was unable to attend the September meeting but plans to attend a future meeting.

7. Report from CPD Professional Standards, Training, and Certification Unit Director Mulcahy

a. Director Mulcahy discussed the department's CALEA accreditation and noted that it had recently completed its first assessment since receiving initial accreditation. He also discussed an alternative hiring pathway for officers. The department is still required to hire through civil service, which gave preference to Cambridge residents. Director Mulcahy noted that Cambridge's high cost of living created challenges and discussed whether individuals who had been born and raised in Cambridge could qualify for residency preference. He emphasized the value of recruiting individuals who had experienced Cambridge in some capacity, while noting that overly restrictive residency requirements could limit the applicant pool. The police academy is scheduled to run again from January through June, with approximately 10–12 officers expected to join. The cadet program is hiring again and is open to individuals ages 18–23. Director Mulcahy noted the program's success in helping cadets transition into police officer roles. The department has one full-time cadet currently and is considering bringing on up to four more.

8. Report from Board Chair

a. Chair Demers expressed excitement about returning after the summer and noted that his first year had focused on becoming familiar with the Board. He stated that he hoped to build on that experience and welcomed discussions about opportunities for improvement. Chair Demers asked Board Members to come prepared to the next meeting with ideas for improving outreach and increasing community awareness of PRAB. He also asked members to identify any aspects of the police academy they would like to learn more about.

9. **Motion to Meet in Executive Session Pursuant to Section 21(a)(1) of the Open Meeting Law to Discuss Complaint PRAB 2025-003 and PRAB 2025-007 Pending Before the Board**

    a. Chair Demers moved to enter executive session pursuant to Section 21(a)(1) of the Open Meeting Law to discuss complaints PRAB 2025-003 and PRAB 2025-007, pending before the Board. Board Member Arlotto seconded the motion. At Chair Demers's request, Executive Secretary Almonte conducted a roll-call vote. All members present voted in favor, and the motion passed unanimously.

    b. The Board will adjourn the meeting at the end of the executive session.

** Anyone wishing to address the Police Review & Advisory Board during the Public Comment section of the agenda may indicate that by "raising their hand" virtually and will be recognized by the Chair. Speakers are asked to identify themselves and provide an address, and each speaker is limited to not more than three (3) minutes. Although the public comments should, whenever possible, address one or more items on the agenda for that particular meeting, if time permits, the Chair may allow a speaker to comment on matters that may not directly address an item on the agenda, but do concern the Board, the Cambridge Police Department, or issues of policing within the City of Cambridge.*